



CONNECTICUT BUSINESS & INDUSTRY ASSOCIATION

**Testimony of Kia F. Murrell
Assistant Counsel, CBIA
Before the Committee on Labor and Public Employees
February 15, 2011**

**H.B. 5461 AAC Protection for Employees Who Breastfeed
or Express Breast Milk in the Workplace**

I am Kia Murrell, Assistant Counsel at the Connecticut Business and Industry Association (CBIA) which represents the interests of more than 10,000 companies across the state, the vast majority of which are businesses of 50 or fewer employees.

H.B. 5461 allows employers to be subject to complaint by the state Labor Department if and when employees are denied the right to breastfeed or express breast milk in the workplace.

CGS 31-40w, passed in 2001, requires employers of all sizes to make "reasonable efforts" to provide a suitable location, other than a toilet stall, for an employee to breastfeed or express breast milk. As far as we know, most Connecticut employers are in compliance with this law. However, if and when they are not, the law already provides employees with relief in such situations. Specifically, subsection (c) of the law provides that "[A]n employer shall not discriminate against, discipline or take any adverse employment action against any employee because such employee has elected to exercise her rights under subsection (a) of this section."

Insofar as H.B. 5461 is duplicative of existing law, it is unnecessary legislation. Therefore, we urge the committee to reject it.



CONNECTICUT BUSINESS & INDUSTRY ASSOCIATION

**Testimony of Kia F. Murrell
Assistant Counsel, CBIA
Before the Committee on Labor and Public Employees
Hartford, CT
February 15, 2011**

**S.B. 359 AAC Employer Notice to Employees Regarding
Mandatory Overtime**

Good Afternoon Senator Prague, Representative Zalaski and other members of the Committee. My name is Kia Murrell and I am Assistant Counsel at the Connecticut Business and Industry Association (CBIA). CBIA representing more than 10,000 companies throughout the state of Connecticut, but most of our members are small businesses of 50 or fewer employees.

Generally CBIA does not support legislation that increases labor costs and the cost of doing business in the state; creates new administrative burdens for employers; or restricts employers' flexibility in managing their personnel and workplace claims.

We find S.B. 359 to be an unnecessary burden on Connecticut employers because it may be impractical and in some cases impossible to comply with. Therefore we oppose this legislation.

Connecticut law provides that an employer must not employ a non-exempt worker for a workweek longer than 40 hours unless the employee receives pay for the hours worked in excess of 40 hours (i.e., overtime). However, the law does not specify the amount of notice that an employer must give to an employee, because it is often impractical to do so in many circumstances where overtime is required.

In cases where an employee calls out of work suddenly and another employee is asked to perform those duties on an overtime basis, the requirement of 24 hours notice would be impossible to provide and would amount limit an employer's ability to meet the demands of the business.

For these reasons, we urge the Committee to reject S.B. 359.